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ONTARIO WOMEN'S DIRECTORATE

*Year-End Report
1990 - 1991*



ONTARIO WOMEN'S DIRECTORATE YEAR END REPORT FOR 1990/91

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**MESSAGE FROM THE HON. MARION BOYD,
MINISTER RESPONSIBLE FOR WOMEN'S ISSUES**

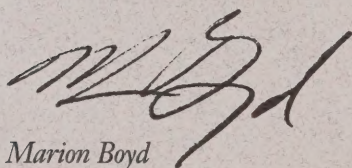
Last September, I replaced Anne Swarbrick as the Minister Responsible for Women's Issues. I want to take this opportunity to acknowledge her tremendous contributions during 1990-91. Thanks to Anne's dedication, I came to this job knowing two things: that the Ontario Women's Directorate advocates as well as advises, and that women expect more action from this government than we have from any other in Ontario's history.

Advice, advocacy, action — these are the essentials of any plan to improve the status of women. As a Minister, as Chair of the Cabinet Committee on Social Policy, as Vice-Chair of the Management Board, Treasury Board and both Premier's Councils, and as a Member of Provincial Parliament, I'm well-positioned to promote these essentials. Then there are the nine other female cabinet ministers with equally important roles! The point is that while Ontario women have yet to win full equality, we do have a voice at this government's senior decision-making tables.

That's worth remembering for many reasons. Economic renewal having become our focus, women's part in it must continue to be discussed and diversified — even beyond the point of the government's ground-breaking proposals on employment equity, pay equity, labour relations reform, skills training and family support. This will take a strong voice. At the same time, reproductive choice, supervised access and the largest ever funding increase to prevent violence against women — all announced by the government this past year, must remain high on the agenda. This will take a strong voice.

In turn, decision-makers have to respond to societal trends. For example, that the women's movement is expanding its gender-based analyses to include race should tell government about the need for cultural sensitivity in all legislation. This will take a strong voice. And that some corporations, unions and schools are joining us in introducing equity timetables, sexual harassment policies and anti-violence programs should tell governments that "women's issues" are the responsibility of everyone.

The provincial government's progress on equality for women in 1990-91 is well-documented in this report. What it can't document is my philosophy, as the new Minister, that being accessible to women must be followed up by making our issues accessible to all decision-makers. As the equality initiatives of the past year come to decision-making tables this year, I'll work on behalf of Ontario's women by providing advice, advocacy and action — in short, a strong voice.



Marion Boyd

**MESSAGE FROM SHIRLEY HOY,
ASSISTANT DEPUTY MINISTER**

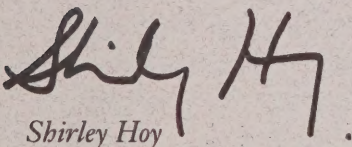
In reviewing the work of the Ontario Women's Directorate for the fiscal year 1990/91, I am pleased to note that we have been able to work successfully with many women's groups to ensure that the ideas and concerns of Ontario women have been heard and addressed.

As the new assistant deputy minister, I value and support these important relationships with organizations, community groups, and individuals. The OWD will continue to consult both formally and informally with women across the province to ensure that their government has the information and advice it needs to serve them and represent their issues effectively.

Most importantly, we will continue to recognize the diversity of women, and work toward addressing their different situations and needs.

I also value the links the directorate has forged with the private sector, with unions and associations, and with organizations within the broader public sector. From these relationships have come timely, progressive and pragmatic approaches to improving women's status in this province.

I look forward to being part of this dynamic and challenging organization, and to making my contribution to its leadership. I am certain that this upcoming year will see further progress toward achieving economic, legal, and social equality for Ontario's women.



Shirley Hoy

SUMMARY: ISSUES & HIGHLIGHTS OF 1990/91

Women's issues are as basic as freedom from violence in one's home, and the right to earn a living wage; they are as complex and difficult to resolve as systemic bias toward women by the judiciary or eradicating sex-role stereotyping in the workplace.

The Ontario Women's Directorate was guided in its work in 1990/91 by four priorities reflecting the government's concern for change that will improve women's economic, legal and social status. Those priorities included developing effective means of eliminating poverty (and other economic barriers) among women; working toward achieving equality for women in the workplace; creating a climate of opinion — and encouraging action — that prevents violence against women; and eliminating sex-role stereotyping and other barriers to women's equality.

And of course, the election of a new government in October 1990 — with its appointment of 11 women, a record number, to cabinet posts, including the Minister Responsible for Women's Issues — exerted its own, powerful influence.

Highlights of 1990/91 include a number of government initiatives in which the directorate worked behind the scenes, assisting other agencies and ministries in creating legislation and implementing new policies; in other initiatives, the directorate assumed a leading or co-ordinating role:

- Ⓜ The Minister Responsible for Women's Issues and the Minister of Health jointly prepared a submission arguing against the passage of federal Bill C-43, which would have made abortion the only medical procedure to be included in the Criminal Code; the proposal was subsequently defeated in a Senate vote in January 1991.
- Ⓜ In May 1990 all of Canada's ministers responsible for women's issues issued the Declaration on Violence Against Women, formally recognizing that violence against women is a crime punishable under the law.
- Ⓜ In November 1990 the Ontario Government made a permanent commitment to programs preventing wife assault in Ontario.
- Ⓜ In December 1990, the government approved integrating the previously-separate wife assault prevention and sexual assault prevention programs. By 1994, the two initiatives will be blended into a comprehensive, unified strategy to prevent violence against women.

- ④ The directorate assumed responsibility for co-ordinating a new interministerial working group on Aboriginal family violence, formed in January 1991.
- ④ The directorate co-ordinated two comprehensive public education campaigns: Wife Assault Prevention Month in November and Sexual Assault Prevention Month in June.
- ④ The government established the Office of the Employment Equity Commissioner in March 1991 as a first step to creating an Employment Equity Commission which will legislate employment equity in both the public and private sectors.
- ④ The government introduced a bill in December 1990 that would make it possible for employers to deduct court-ordered family support payments at source (75 per cent of such court-ordered payments are in arrears).
- ④ The directorate provided more than \$1.4-million in grants to community groups undertaking projects that promote women's economic, social and legal status or that educated the public about wife assault or sexual assault.
- ④ Working with private and public sector employers, businesses and labour organizations, the directorate identified an emerging workplace issue: balancing paid work with family responsibilities. The directorate worked in partnership with labour and business organizations to study and improve public understanding of this concern.
- ④ In December 1990, Bill 14 — which extends parental leave to parents of newborn and newly adopted children — received Royal Assent.
- ④ The directorate co-sponsored and participated in conferences and workshops on such women's issues as gender equity in education, non-traditional occupations for women, employment equity, and women and aging.

Throughout the year, the directorate also worked within the context of recognizing the special needs of aboriginal, francophone, immigrant and racial minority, northern and rural women, lesbians, and women with disabilities.

ONTARIO

WOMEN,

EQUALITY
AND THE
ONTARIO
WOMEN'S
DIRECTORATE

Though half of Ontario's population is female, women do not have equal status with men, nor the same economic, legal and social opportunities. The Government of Ontario is, however, firmly committed to women's equality. Established in 1983, the Ontario Women's Directorate assists the Ontario cabinet, provincial ministries and agencies, and non-government groups in achieving the goal of equality for all women in Ontario.

As a central advocacy agency of the government, the directorate supports that goal in three ways: one, by supporting the Minister Responsible for Women's Issues; two, by working with government agencies and with non-government groups to deliver projects and programs that promote women's equality (particularly in education, training and the workplace); and three, by encouraging attitudinal change and improving public awareness of women's issues — this is done by public awareness campaigns through the media, public speaking, publishing and distributing information materials as well as co-sponsoring educational and demonstration projects.

The directorate's primary function, upon which all its others are supported, is its assistance to the Minister Responsible for Women's Issues. The minister represents women's interests and concerns at the Ontario cabinet, and ensures those interests are reflected in government policy, practices and legislation. The directorate studies and monitors the impacts of existing government policies and programs on women. The directorate also comments on new legislation, policies and programs as they are submitted to cabinet for discussion and consultation.

As well as commenting on cabinet submissions, directorate staff also work one-on-one with provincial ministries and agencies, offering policy advice and research and consultative assistance in planning and implementing new initiatives. The directorate co-ordinates government-wide programs for and about women's issues, ensuring that ministries work together effectively; for example, the directorate is the lead agency for the government's co-ordinated response to preventing violence against women.

As well, the directorate offers its resources and expertise to the wider community. Groups and organizations consult the directorate on such issues as workplace equity, public education and promotion of social issues, and for advice on arranging demonstration projects and conferences.

For instance, the directorate works with business and labour organizations on employment issues that affect women. As well, it consults with, and through a grants program, funds community organizations to deliver localized public education projects that will benefit women. And directorate staff provide consultative services, and work as partners with non-government organizations and business, on workplace projects; the results are published and are available to interested individuals and groups.

The directorate also does research and produces, both independently and in partnership with others, public education materials and statistics on issues of concern to women. Topics include social policies, justice issues, career and education opportu-

nities, economic information, child care, and women and aging.

The directorate maintains a resource centre in its Toronto offices which is open to the public; it contains one of Canada's largest reference collections on women's issues.

The directorate has a staff of 85 and, in 1990/91, a budget of \$18.3 million. The directorate is composed of four branches; each one's function is described below:

The *Consultative Services Branch* is especially involved in supporting women's economic equality by eliminating bias and sex-role stereotyping in employment, education and training. The branch develops and delivers services and programs to teachers, unions, community organizations and employers. These services include workshops and seminars, educational materials, assistance and funding for demonstration projects, and providing forums for information exchange and networking among the many groups involved in employment and education equity for women.

The branch administers the directorate's community grants program which funds community-based projects that help women achieve economic, legal and social equality. There is a separate grants program for local projects that educate people about wife assault and sexual assault during the public awareness campaign months.

The *Policy and Research Branch* provides the Ontario government with advice on the impact on women of existing and proposed provincial legislation, policy and programs.

Through this branch, the directorate examines economic, social and justice policy. In recognition of the diversity of women, the branch studies these issues from the perspective of, and in consultation with, Aboriginal, immigrant, refugee and racial minority women, lesbians, women with disabilities, and francophone women.

The branch carries out research and co-ordinates the government's response to women's issues, for instance, on violence against women and on workplace policies. It works with other government agencies and with women's groups, consulting on policy issues affecting women.

This branch is also responsible for co-ordinating the government-wide initiative aimed at preventing violence against women, and contributes its expertise to campaigns that take place each year with respect to wife assault and sexual assault.

The directorate maintains an office in Thunder Bay to link the directorate to northern women. The Thunder Bay office works with northern women's organizations and maintains a small public resource centre on women's issues. This branch is also responsible for the directorate's French language services.

HOW THE ONTARIO WOMEN'S DIRECTORATE IS STRUCTURED

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[REDACTED]

[REDACTED]

The *Public Education and Program Services Branch* provides communications support to the Minister Responsible for Women's Issues, and communicates the directorate's activities and services to the public and the media. As well, the branch provides communications planning to both the minister's office and the other branches. This branch develops and implements extensive media campaigns to educate people about violence against women — Wife Assault Prevention Month is widely publicized in November; June is Sexual Assault Prevention Month. PEPS also co-ordinates displays and exhibits, and develops and produces the directorate's publications and other communication materials for public use.

PEPS, through its resource centre, loans audio-visual and library resources to community groups. The resource centre houses an extensive reference collection on women's issues.

The *Corporate Services Branch* supports the directorate by offering administrative, financial, human resources and technology services to staff. It is concerned with ensuring employment equity and fair human resources practices within the directorate.

The pursuit of equality starts in the classroom and continues in the workplace. Women must have equal access to education, continuing skills training and subsequent employment opportunities if they are to avoid the occupational ghettos of “women’s work” — traditionally undervalued and underpaid.

The directorate’s Consultative Services Branch (CSB) specializes in employment and education equity programs. Through this branch, the directorate works in partnership with educators, public and private sector employers, unions and community organizations to plan, develop and expand equity programs.

The branch develops and delivers workshops and seminars, audio-visual and printed information on such subjects as occupational integration, sexual harassment, eliminating racial and gender biases and the issue of balancing paid work with family responsibilities.

Through this branch, the directorate helps implement specific workplace equity projects, particularly pilot projects or demonstration projects that can be studied by others considering developing similar programs.

This branch encourages communications between the various equity seeking groups and employment equity specialists; publications and mass mailings help raise awareness of trends and developments in women’s equity.

The branch also provides consultative services on ways to eliminate bias and sex-role stereotyping in education, training and the workplace.

The Consultative Services Branch also administers the Community Grants Program which funds locally-based projects that address the directorate’s priority issues. As part of Wife Assault and Sexual Assault Prevention Months, there is a separate grants program to fund local projects to educate the public about these specific issues.

Equality in career education is central to women’s job opportunities. The branch worked with community groups, schools and concerned parents throughout 1990/91 to help students consider all career options, including work traditionally done by one gender or the other.

One of the most effective ways to reach students is through role-modelling, in which people in non-traditional jobs speak to students. In 1990/91, the branch developed four new role-modelling programs. One program was a role model roster of successful female managers and entrepreneurs, for use by Toronto-area schools; another program involved holding information sessions for parents in Durham and its region, to inform them of the benefits and opportunities available to their children in technical and skilled trades. A third program resulted in the creation of a role model directory, a job “shadowing” contact list, orientation materials for role models and career events for Grades 9 and 10 girls — all for use by schools in the City of York. The fourth new role-modelling program was developed in the Barrie region; it included educational workshops for teachers, parents and students (kindergarten to Grade 8); as

EDUCATION: FIRST STEP TOWARD EQUALITY

well, a registry of role models was developed and speakers were trained to talk to students about their non-traditional jobs.

Education equity staff also developed a facilitator's guide and posters that complement the popular video "More Than Just a Job/Ça prend du métier," to help young people with career choices.

As well, a report was prepared on the occupational integration of women, highlighting a multi-pronged approach to public education that will help achieve attitudinal change.

Staff attended numerous conferences to discuss gender equality issues with educators, and this year began planning for GSAT 7. This international conference on gender and science and technology will be held at the University of Waterloo in 1993.

Statistical Snapshot: EDUCATION

EDUCATION: Open the Door

In 1986/87, fewer than seven per cent of female undergraduates in universities and community colleges were enrolled in studies in engineering, mathematics, physics or natural sciences.

"Education in Canada"
Statistics Canada, 1989

WORKPLACE EQUALITY

The directorate promotes employment equity in private and public sector workplaces. Working closely with employers, unions, employee associations and women's groups, the Consultative Services Branch develops practical, workplace-tested demonstration projects and resources such as printed and audio-visual resource materials, case studies and special programs.

The aim of these programs is to advance women's economic and social equality by encouraging bias-free training and re-training; reducing workplace harassment of women; integrating women into non-traditional occupations; encouraging family-friendly workplaces that help employees balance their work and family responsibilities; and ensuring that women from designated groups benefit from employment equity programs.

Attaining these key changes is the goal of Change Agent projects. These are demonstration projects developed by clients in partnership with the directorate. They often result in resource materials, such as case studies, that may be helpful to others considering similar projects. The following Change Agent projects were developed jointly with the directorate in 1990/91:

Motorola Canada produced a workplace poster "Equity in the Workplace: Pass it On" which was distributed to 10,000 Ontario workplaces.

Safety Supply Canada prepared a case study "Integrating Women into Industrial Sales."

Edwards, a unit of General Signal, prepared a case study on "Ergonomics: Tackling Repetitive Strain."

The Ontario Federation of Labour began development of "Employment Equity: Not Just a Foot in the Door" an employment equity training video.

Toronto Women in Film and Television produced a statistical profile of women in the film and television industry.

Manulife Financial created "Lifestyles 2000" — a role-modelling guide to balancing work and family responsibilities.

The Metropolitan Toronto Police Force co-ordinated a review of police training materials used at their training college, to identify and eliminate sexism and racism.

The directorate also promotes workplace equity in the public sector, including school boards, hospitals, municipalities, and colleges and universities. In 1990/91, the Consultative Services Branch delivered workshops, presentations, speeches and conferences reaching approximately 2,000 people. It also published "Toward Equity," a newsletter directed to employment equity specialists working within public sector organizations.

In 1990/91, the branch continued to co-ordinate the Employment Equity Incentive Fund for the public sector, providing the Ministry of Education with \$185,000 and the Ministry of Municipal Affairs with \$590,000 for school board and municipal programs, respectively. In addition to providing funds for the start-up of specific programs, the fund was also used to support the following special projects:

Through the Ministry of Colleges and Universities, funds were provided to the Council of Universities Committee on the Status of Women to adapt the "Campus Safety Audit Kit." The kit was originally created by the Metro Toronto Action Committee on Violence Against Women and Children, and it identifies changes that are needed to improve campus safety for women.

Funds were provided to the University of Western Ontario to produce "The Chilly Climate," a video documenting discrimination against women in universities and colleges.

The branch furnished advice and consultation services to other equity programs within such organizations as the Ontario Employment Equity Commission, the Ministry of the Solicitor General, and the Human Resources Secretariat of the provincial government.

Statistical Snapshot: EMPLOYMENT EQUITY

FOR WOMEN ONLY?**Paid Work and Gender Stereotyping**

- Ⓢ In Canada, women hold:
 - 99 per cent of all garment-making jobs
 - 97 per cent of all child care jobs
 - 92 per cent of all nursing jobs
 - 79 per cent of all serving (i.e. foods, beverages) jobs
 - 75 per cent of all clerical jobs.
- Ⓢ In Canada, women hold:
 - 17 per cent of all engineering jobs
 - 10 per cent of all machining jobs
 - three per cent of all construction jobs.

"Census of Canada 1986," Statistics Canada

BALANCING WORK AND FAMILY RESPONSIBILITIES

The need to balance paid work and family responsibilities is emerging as a major workplace issue. Though it is not strictly a women's issue, integrating paid work with family responsibilities will be an important aspect of employment and economic equality for women because it is usually women in our society who are the primary family care-givers.

In the November 1990 Throne Speech, the Ontario Government committed itself to developing "... public policies and programs that reflect the realities of family life; the growing participation of women in the workforce, the balancing of work and family responsibilities and the changing role of the extended family...."

This reaffirmed the directorate's commitment to spreading the word that employers can meet their employees' needs by offering options such as flexible working arrangements, and benefits such as child/elder care to help all their employees more easily balance their work and family commitments.

The branch worked toward establishing government leadership on this issue in 1990/91:

It developed, with the Ministry of Community and Social Services, the very successful publication "Work and Family: The Crucial Balance," a guide to family-friendly workplace programs.

It also worked with the directorate's resource centre to establish a work-and-family section within the Toronto centre and a bibliography of resource materials.

With Xerox Canada Limited, the branch produced "All in a Day's Work," a video

and workshop kit exploring issues and benefits of paid work and family responsibilities.

A "Work and Family Fact Sheet" of statistical information was published, describing the demographics of families and the workforce.

The branch also supported the United Food and Commercial Workers of America with the development of their position paper on work and family. As well, CSB produced a training manual for managers and supervisors on how to support employees through "family friendly" policies.

Statistical Snapshot: WORK AND FAMILY

Who's Minding Baby?

- Ⓢ In 1986, the traditional Dad-works-while-Mom-stays-home family represented only 16.1 per cent of Ontario families; both parents worked in 61.9 per cent of two-parent families with school-age children.
- Ⓢ In 1986, 60.7 per cent of married women with at least one child less than six years old, worked outside the home.

"Census of Canada 1986," Statistics Canada

Predominantly-male occupations tend to require different and higher-valued skills than predominantly-female occupations. To promote women's integration into predominantly-male occupations and skills training programs, the branch supported a number of initiatives by employers, unions and government organizations.

The branch supported the annual conference of the Ontario Committee on Non-Traditional Occupations for Women. The directorate, through the branch, co-sponsored the Women's Access to Apprenticeship demonstration project with the Ministry of Skills Development. The directorate also participated in the Equity in Construction Committee, an interministerial committee that includes the Ministry of Government Services and the Human Resources Secretariat; it promotes participation of women in construction.

In partnership with the United Steelworkers' District 6, the directorate developed and tested the "Women of Steel Development Course" which encourages women to seek election as union leaders.

With the Electrical Contractors' Association, the branch produced a workplace poster promoting women in electrical trades.

TRAINING: KEY TO EQUALITY

Statistical Snapshot: SKILLS TRAINING

Apprenticeships for Women

Women make up less than five per cent of all apprentices in Ontario. Most female apprentices (82.4 per cent) are in the hairstyling trade, rather than in the higher-paying male-dominated trades (e.g. electrical, mechanical).

"Education in Canada"
Statistics Canada, 1989

**GRANTS TO
COMMUNITY
GROUPS**

In 1990/91, more than one million dollars was awarded in grants to community groups: \$992,400 funded 110 projects through the Community Grants Program; \$229,838 was awarded to 131 projects under the Wife Assault Local Public Education Grants Program; and \$181,288 was given to 72 projects funded by the Sexual Assault Local Public Education Grants Program.

The budget for the grants program included funding of \$160,000 from the Ministry of Citizenship, and \$30,000 from the federal Secretary of State.

The community grants, which are provided to a maximum of \$24,000 but usually average from \$5,000 to \$10,000 per project, fund activities that benefit women's social, economic or legal status.

Local public education grants promoting Wife Assault Prevention Month (November) and Sexual Assault Prevention Month (June) provide a maximum of \$5,000 for projects that educate the public, at the community level, about violence against women.

Community grants and public education grants fund such activities as producing educational materials, holding conferences and workshops, and doing research.

In 1990/91, projects receiving grants were significantly linked to the directorate's strategic goals of preventing violence against women; eliminating poverty and other economic barriers to women; achieving employment equity for women; and eliminating sex-role stereotyping and other barriers to women's equality.

To improve its own delivery of service to community and women's groups, the grants unit began several administrative projects in 1990/91, including developing a new computer system to integrate the three grants programs and generating, with the help of community groups, a new application form and information handbook. As well, the results of the local projects will be better documented using a new grants products cataloguing system.

Government policies, programs and legislation can have a profound impact on women's lives. One important function of the Ontario Women's Directorate is to examine the potential effects of existing and proposed government actions on women.

Most government program and policy work is done in line ministries (those that deliver services directly to the public, eg. ministries of health or education); the directorate, through this branch, acts as an advocate and critic on behalf of women by consulting with these line ministries. This means that much of the work of this branch takes place behind the scenes and is long-term. Also, the branch assists, and consults extensively and liaises with women's groups to seek their input.

The Policy and Research Branch is responsible for gathering data, consulting affected parties, analysing trends and conducting research on specific social, economic and legal issues, and their impact on women in Ontario society.

This research forms the basis of all policy and strategic advice offered by the directorate to the Minister Responsible for Women's Issues (and, more broadly, to the Ontario Government).

As well, through this branch, the directorate co-ordinates the government-wide response to the issue of violence against women.

Recognizing the diversity of women, the branch examines issues from the perspective of, and in consultation with, women's organizations representing Aboriginal women, francophone women, lesbians, disabled women, and immigrant, refugee and racial minority women. The directorate is committed to advancing the viewpoints of all Ontario women, and in integrating their interests in government policies, programs and activities.

One of the most pressing and basic issues confronting women today is that of violence. Public awareness and recognition of this increased in December 1989 when 14 women were killed by a gunman at the École Polytechnique in Montreal. In May 1990, every federal, provincial and territorial minister responsible for women's issues signed the Declaration on Violence Against Women, recognizing it is a crime and punishable by law. The ministers agreed to develop strategies that will eliminate violence against women.

In November 1990, the Ontario government announced it would make an ongoing commitment to programs preventing wife assault. (Previously, the Ontario Joint Family Violence Initiatives — now the Ontario Wife Assault Prevention Initiatives — were limited to a five-year lifespan.)

In December 1990, the Ontario cabinet approved integrating the provincial wife assault prevention and sexual assault prevention programs into one unified strategy by 1994. The integration of the two programs signals a recognition of the continuum of violence against women and means greater co-ordination of government policies and

PREVENTING VIOLENCE AGAINST WOMEN: WIFE ASSAULT AND SEXUAL ASSAULT

SEXUAL ASSAULT

planning, as well as offering more opportunities for partnerships and joint programs. It will support shelters, sexual assault centres and community counselling services.

In 1990/91, the directorate chaired two interministerial committees that co-ordinated the work of all Ontario government agencies dealing with sexual assault and wife assault. Following are initiatives undertaken in 1990/91.

1990/91 was the first full year for the provincewide initiative to address the specific issue of sexual assault of women. In January 1990, the government had announced new funding of \$30 million over five years for a strategy to prevent sexual assault.

The strategy focuses on improving services to victims, raising public awareness and improving the responsiveness of the justice system to victims of sexual assault. Seventeen ministries are involved. The directorate, through this branch, chairs the Interministerial Initiatives on Sexual Assault, a committee which co-ordinates funding services.

Statistical Snapshot: SEXUAL ASSAULT

Sexual Assault

- ⑦ One in four Canadian women will be sexually assaulted at some time in her life, according to conservative studies.

*"Incidence of Rape and Sexual Assault in an Urban Canadian Population,"
International Journal of Women's Studies, 1984*

- ⑦ Between 68.5 per cent and 83 per cent of all sexual assault victims know their assailants.

*"Sexual Exploitation: Rape, Child Abuse and Workplace Harassment,"
International Journal of Women's Studies, 1984*

More than 80 per cent of funds went to improve services to assaulted women, including funding for 20 rape crisis/sexual assault centres and the Ontario Coalition of Rape Crisis Centres; for 19 hospital-based sexual assault care centres; and for counselling programs through community agencies.

The directorate directly developed and delivered a number of projects. For example, a manual was started to help people who provide services to sexually assaulted women. Designed to increase the readers' knowledge of the issue and heighten their sensitivity to the assaulted, the manual will be launched in 1991/92. As well, five communities (Thunder Bay, Cornwall, Kitchener-Waterloo, Sudbury and Oshawa-Scugog) were given funds to help them co-ordinate services, by establishing sexual assault networks or local co-ordinating committees. Activities being funded include a sexual assault protocol and referral procedure; training on how to provide service; and educational materials on local services. The branch also developed a series of six fact sheets dealing with the myths and the reality of this crime, its impacts on health, its links to pornography, reporting issues, and sexual harassment, as well as a bibliography on sexual assault.

Research was done on sexual assault involving breach of trust, and on the issue of sexual harassment in housing.

WIFE ASSAULT

The Declaration on Violence Against Women signed in May 1990 by all Canada's status of women ministers was a milestone event in 1990/91. The following November, the Ontario government announced its permanent commitment to preventing wife assault, and in December, that it would integrate the wife assault prevention and sexual assault prevention initiatives into one unified, comprehensive strategy by 1994.

Other initiatives in 1990/91 were co-ordinated by the Interministerial Committee on Wife Assault Prevention, which includes 16 ministries and is chaired by the directorate.

In 1990/91, a new dimension was being added to the Ontario Wife Assault Prevention Initiatives with the development of a provincial Aboriginal family violence strategy.

As well as chairing the interministerial committee, the directorate, through the branch, supported studies on such topics as: homicides and their relationship to domestic violence; wife battering among African immigrant communities; abuse of women in psychiatric care institutions; attitudes of family physicians to wife assault; and a comparison of sentences handed down by the courts in instances of wife assault and "stranger" assault.

Statistical Snapshot: WIFE ASSAULT

Wife Assault

- Ⓢ Almost one in five Canadian men admits to using violence against his wife.

*"Male Violence in the Home,"
Canadian Social Trends, 1989*

- Ⓢ Most women murdered in Canada are killed by their husbands or live-in partners — 62 per cent.

*"Homicide in Canada 1987: A statistical perspective,"
Statistics Canada, 1988*

- Ⓢ Almost half (49 per cent) of wife assaults result in physical injuries to the woman.

- Ⓢ In one out of four cases of wife assault, the children of the assaulted woman are also hurt or threatened.

*"Spousal Abuse in Metropolitan Toronto"
Metro Toronto Advisory Committee on Spousal Abuse, 1989*

**WOMEN, WORK
AND POVERTY**

Improving women's economic equality through women's participation in the labour force is a universal concern of women of all backgrounds; the directorate attempts to incorporate in its policy work, the concerns and perspectives of Aboriginal women, francophone women, lesbians, disabled women, and immigrant, refugee and racial minority women.

A key issue for all women in Ontario is that of access to, and equal treatment in, the workforce. Women entering or re-entering the workforce need education and skills training, and access to occupations not traditionally associated with women. Women in the workforce are concerned with employment standards and working conditions, pay equity, child and elder care, and participation in labour organizations. Women doing unpaid work are concerned with financial planning, security of retirement income and recognition of the value of their unpaid work in their homes and communities.

The directorate's work on economic issues is long-term, emphasizing assistance to, and co-operation with, line ministries in matters of policy and legislation. For example, in 1990/91, the directorate worked jointly with the Pension Commission of Ontario, the Office for Senior Citizens' Affairs and the Ministry of Citizenship to produce plain-language brochures on retirement planning and pensions. Similarly, community consultation was undertaken in a joint project with two other ministries — the Ministry of Labour and the Ministry of Citizenship — on producing "Working in Ontario," a publication in six languages, about labour law.

The directorate, through the Policy and Research Branch, undertook and published research on women and work, including: a five-year project on equality in training in Ontario; a study on the impact of labour adjustment on immigrant women; and a study projecting the value to the Canadian economy of women's unpaid work.

The branch, through its economics unit, began publishing "Infoflash," a series of fact sheets on women.

Statistical Snapshot: WOMEN AND MONEY**Women's Income**

- Ⓜ In 1989, Ontario women who worked full-time earned on average only 67 cents for every dollar earned by men.
- Ⓜ In 1989, the average salary for women in Ontario was \$25,205 while for men, the average salary was \$37,417.
- Ⓜ In 1989, one in three (34 per cent) of all Ontario women earned less than \$10,000 a year. Altogether, about 60 per cent of Ontario women earned less than \$20,000 per year.

"Earnings of Men and Women," Statistics Canada, 1989.

WOMEN AND THE JUSTICE SYSTEM

A major event of 1990/91 was the outcome of a federal proposal to criminalize abortion. The Minister Responsible for Women's Issues and the Minister of Health jointly made a submission to the federal government protesting Bill C-43, which would have made abortion the only medical procedure to be included in the Criminal Code.

Subsequently, in January 1991, the bill was defeated in a tie vote of the Senate.

The government also responded with a strategy to protect freedom of choice for Ontario's women. A cabinet submission originating in the directorate and outlining options to assure access and equality of treatment throughout the province for women seeking abortion services, became government policy.

Working with the Ministry of the Attorney General, the directorate assisted in research on gender issues and the justice system — that is, the lack of equal treatment of women.

The directorate also participated in a consultation group which looked at changes to the Limitations Act. The Act restricts the time within which people may launch civil actions for damages; it affects women who are survivors of childhood sexual and/or physical abuse, who may wish to take legal action years later.

The directorate also worked with the Ministry of the Attorney General to prepare new legislation that will allow payroll deductions of court-ordered spousal and child support. The bill was introduced to the Legislative Assembly for first reading in December 1990.

SOCIAL ISSUES AND THEIR IMPACT ON WOMEN

The Ontario Government is responsible for providing a wide range of social services to the people of the province. The directorate, as an advocate and critic, monitors social trends and issues to ensure services are accessible and appropriate to women. Much of this work was done in partnership with line ministries and agencies:

Child care — Women are joining the workforce in growing numbers. Adequate child care and elder care are two of the major workplace issues of the 1990s. The branch is developing a profile for its data bank of women's use of child care. Working with the Ministry of Community and Social Services, the data bank will include information generated from a national child care survey. In February 1991, the government announced subsidies for 5,000 child care spaces in Ontario.

Statistical Snapshot: CHILD CARE

Child Care Costs

In 1989, 119,045 children in Ontario were enrolled in group child care programs. The average daily cost of child care in 1989 was \$24.94 for infants, \$21.61 for toddlers, \$19.35 for preschoolers, \$19.15 for kindergarten children, and \$9.70 for part of the day for schoolage children during the school year.

***Day Nurseries Information** quarterly reports 1989/90
Ontario Ministry of Community and Social Services*

Health — The branch has examined such issues as midwifery (including its impact on Aboriginal traditional birth), long-term care and health conditions in northern Ontario. The government announced improved access to abortion services across Ontario. The branch assisted the Ministry of Health in examining "Health Needs of Immigrant/Refugee/Racial Minority Women," including that ministry's community consultation in six cities.

Senior citizens — During 1990/91, the branch worked with the Office of Senior Citizens' Affairs to plan and hold five conferences on "Women and Aging" in Stratford, Orillia, Rockland (for francophone women), Dryden and Smith's Falls. The purpose of these conferences was to alert senior women to issues that would be affecting them and about which the government is seeking public consultation. A similar project focusing on ethnocultural women will follow in 1991/92.

Statistical Snapshot: SENIOR CITIZENS

Women and Aging

- ⑦ The life expectancy for women born in 1987 is 79.7 years. The life expectancy for men born in 1987 is 73.4 years.

***"Life Tables, Canada and Provinces,"**
Statistics Canada, 1985-1987.*

- ⑦ Women constitute 82.3 per cent of the poor elderly who live alone.

***"Poverty Profile,"**
National Council of Welfare, 1988.*

Social assistance — More women than men live in poverty. Most families society considers poor are headed by single mothers. Most Ontarians who are supported by welfare are children. The Ontario Government raised basic social assistance rates by seven per cent, and shelter allowance ceilings by 10 per cent, in January 1991. Specific initiatives undertaken by this branch included a study of government employment programs and their effect on single mothers. The branch also participated in a task force on food banks.

Housing — Affordable housing for women and low-income families is a top priority as women comprise 86.9 per cent of the users of public, non-profit and co-operative housing programs. In February 1991, the Ontario Government announced a \$10-million pilot project in the City of Toronto, creating 525 rooming house units for low-income singles. Rent control guidelines were announced in June 1991. The branch identified a need for gender-related data on social housing.

Statistical Snapshot: SOCIAL ASSISTANCE

Women, Children and Poverty

- ④ Four in 10 families headed by a woman are poor; one in 10 families headed by a man is poor.
- ④ Some 13.4 per cent of Ontario's children and 55 per cent of the children of lone mothers in Ontario, are poor.

"Infoflash,"

Ontario Women's Directorate, 1990.

Education — Higher-paying jobs demand a higher level of education. The directorate has worked with the Ministry of Education and the Ministry of Skills Development to eliminate sexist "streaming" in schools and gender bias in the curriculum. The directorate has also attempted to increase students' awareness of the need to maintain studies in maths and sciences. As well, the directorate has consulted with the Ministry of Education on restructuring of the "Early Years" and "Transition Years" curriculum.

REACHING OUT TO NORTHERN ONTARIO WOMEN

The Thunder Bay office of the directorate provides northern women with enhanced access to directorate services and programs. Community grants, educational materials, and opportunities for input in developing provincial policy regarding women, are offered by the northern office. Videos and publications are available.

In 1990/91, the Thunder Bay office co-ordinated the minister's consultation with northern and native women, and was responsible for co-ordinating the Aboriginal Family Violence Working Group.

The Thunder Bay office was involved in many of the directorate's consultations with northern women, including projects on reproductive technology and employment standards; northern women's health centres (in Thunder Bay and Sudbury); the formation of the Thunder Bay Sexual Assault Steering Committee; and employment equity and criminalization regarding wife assault.

Working with the Ministry of Skills Development, the office also participated in projects to aid the Women's Access to Apprenticeship Program.

Community grants for public education projects in the francophone community increased by \$38,000 to a total of \$128,465. This represents 12.9 per cent of all funding for community grants in 1990/91. As well, the directorate's wife assault prevention and sexual assault prevention public education programs directed funds to francophone community groups for local projects.

The directorate's "Women and Aging" conferences, held in five cities across Ontario, included a conference in Rockland held for and by francophone women from across the province.

A French language training policy package for OWD staff was developed as part of orientation material for new OWD employees.

REACHING ONTARIO'S FRANCOPHONE WOMEN

Statistical Snapshot: FRANCOPHONE WOMEN

Francophone Women in Ontario

Six per cent of Ontario's overall population are francophone. More than half of Franco-Ontarians are women (52 per cent). In northern Ontario, 40 per cent of francophone women live in rural areas.

*"Census of Canada,"
Statistics Canada, 1986*

PUBLIC

EDUCATION

AND PROGRAM

SERVICES

SPEAKING OUT ON WOMEN'S ISSUES

IT STARTS WITH PUBLIC EDUCATION

The Public Education and Program Services Branch (PEPS) supports the Ontario Women's Directorate's objectives by offering communications expertise to directorate staff. The branch researches and writes news releases, the minister's (or her representative's) speeches, and statements to the Legislative Assembly; co-ordinates advertising campaigns and the production and marketing of publications and audiovisual resources for community use; and is responsible for assisting the public and the media in inquiries about women's issues in Ontario.

The branch also produces displays and exhibits; operates the directorate's resource centre (an extensive reference collection of materials on women's issues); and distributes public education material, both through the directorate and through community resources such as the police and doctors.

The minister and other directorate representatives speak each year to many groups, on topics ranging from violence against women to employment equity. In 1990/91 they spoke to unions and employers, community, ethnocultural, women's, and professional organizations and educators.

The PEPS Branch produced speeches for, and news releases about, these public engagements.

Public education is a crucial aspect of the directorate's activities. Through PEPS, the directorate fosters attitudinal change. In 1990/91, this branch, with the assistance of the Policy and Research Branch, co-ordinated two extensive public education mass media campaigns: Sexual Assault Prevention Month in June, and Wife Assault Prevention Month in November.

Sexual Assault Prevention Month publicized the criminal nature of sexual assault, distributing "It's a Crime" brochures and posters to Ontarians through grocery and liquor stores, and with the help of municipal organizations. A generic news article addressing commonly mistaken beliefs about sexual assault — beliefs that only perpetuate the crime — was sent to community newspapers throughout the province. As well, 72 community projects received a total of \$181,288 in grants to support locally-based education projects during June.

Wife Assault Prevention Month in November carried the advertising message "Wife assault is a crime — there's no excuse." The campaign included television advertising in English and French, and additionally, radio advertising in Spanish, Portuguese, Italian and Greek as well as three native languages — Cree, Ojibwa and Ojicree.

Native-language radio advertising was a new element in 1990/91 and was developed in partnership with native women's groups.

Newspaper advertising ran in 10 additional languages including Arabic, Chinese (both new for 1990/91), Farsi, Gujarati, Hindi, Korean, Polish, Punjabi, Vietnamese

and Urdu.

The 1990 campaign's new elements also included an easy-to-read brochure, produced in English and French; buttons; and a small poster, designed with space for community groups to publicize their own local events.

More than 1,000 community representatives such as doctors, police, and local women's and community organizations re-ordered these materials.

As well, almost \$230,000 was awarded in grants to 131 local public education projects in communities throughout Ontario.

As mentioned earlier, the directorate's Change Agent program assists employers and employees with employment equity projects. The results of these demonstration or pilot projects are documented and published. The branch helped produce and distribute information on eight Change Agent projects in 1990/91. All products are available through PEPS distribution centre.

The PEPS Branch acts as a referral centre for telephone callers who are seeking women's services ranging from counselling for victims of wife assault to pay equity information.

For many women, the Ontario Women's Directorate is their first means of accessing the provincial government. Referral to the right government office (be it municipal, provincial, or federal), community organization or private agency, is an important part of PEPS work. Information officers fielded more than 3,000 calls in 1990/91. Another 3,500 callers requested publications produced by the directorate.

Publications (reports, brochures, posters, etc.) are available from the directorate by calling Toronto (416) 597-4605. Some 60 publications are available; in 1990/91, staff filled 6,000 orders for publications. PEPS also assisted other branches in producing new publications such as a revised brochure, in five languages, describing the directorate; six new fact sheets on sexual assault; and "Infoflash 1: Basic Facts," a statistical fact sheet on women in Ontario.

Audio-visual resources can also be borrowed or purchased. Videos include topics such as teen sexuality/family planning, role-modelling, employment equity and others.

The directorate's resource centres in Toronto and Thunder Bay have more than 7,000 documents on women's issues, which are available to researchers, students, directorate staff and staff of other government ministries and agencies.

The quality of the directorate's communications efforts was recognized at the annual Information Officers' FORUM Awards Festival in April 1990. FORUM, an association of professional communicators in the Ontario government, presented eight awards to PEPS staff for their work in the areas of speeches, external publications, posters and news releases.

CHANGE AGENT PROJECTS RENEW THE WORKPLACE

PUBLICATIONS AND RESOURCES

EXCELLENCE IN COMMUNICATIONS

INTRODUCTION

The Corporate Services Branch (COR) supports the directorate by providing administrative, financial, human resource and information technology services. Audit, purchasing, personnel and legal services are provided by the Ministry of Government Services.

Several COR activities in 1990/91 were a follow-up to the 1989/90 operational review, which studied ways to improve the directorate's administrative processes.

ACCOUNTS PAYABLE TASK FORCE

Following on the operational review, the task force completed a report on accounts payable operations. The task force recommended, and COR has implemented, ways of streamlining processing and simplifying coding forms.

INFORMATION TECHNOLOGY TASK FORCE

Also following on the operational review, this task force began a Technology Users Study — "Tech '91" — to examine the directorate's effective use of technology. The study has looked at current training practices, analysed remote communications (to be used by staff working from home), performed quality assurance tests on custom-written programs, analysed non-automated practices and services, and looked at equipment and software that could improve the directorate's efficiency. A Technology Users' Advisory Group has been created to implement suggestions from Tech '91 and to steer future technology.

The task force made several recommendations which COR has implemented. Staff are receiving more training, and programming standards are now consistent and user-friendly. COR is purchasing new equipment that will improve efficiency, such as portable computers and an optical scanner. There are plans to revise the directorate's databases over the next two years.

HEALTH AND SAFETY

Ontario's Occupational Health and Safety Act was revised by the Legislative Assembly and fully implemented in January 1991. To comply with the new requirements, the directorate established a joint union/management health and safety committee. As well, staff and managers were trained in workplace health and safety.

EMPLOYMENT EQUITY

In 1990/91, the directorate, as an employer, adopted an employment equity policy. Included is a commitment to provide its support staff with developmental opportunities and assist in career enhancement.

The directorate also developed a policy on staff education, training and development. The policy recognizes that training and development is a continuous process. It strives to balance the training needs of staff within their current positions, with development to equip them for advancement within the Ontario Public Service.

The Ontario government took significant steps in recognizing and acting to prevent violence against women. These steps include the nation-wide Declaration on Violence Against Women, the province's ongoing commitment to eliminating wife assault, and the integration of the wife assault and sexual assault prevention initiatives. Given that 20 years ago, the Report of the Royal Commission on the Status of Women made no mention of domestic violence, all this signals society's recognition of this important social issue.

An elemental feature of women's equality is that of economic equality. These are difficult economic times, and through 1991/92 and beyond, women will have both a stake and a contribution to make, in fostering economic renewal.

The Ontario Women's Directorate and the government of Ontario look forward to women's input in that process and are committed to continuing the process of partnership with employers, educators, unions, community and women's organizations. These partnerships were essential to the progress of the directorate's work in the past year. They will be even more vital in the years to come.



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